An Action Plan

in response to the

Government Policy on the Status of Women in Manitoba

Prepared by the Manitoba Women's Directorate

March 1990

Manitoba
Women's
Directorate

THE PREMIER OF MANITOBA
WINNIPEG
R3C 0V8

February 23, 1990

Dear Manitobans:

This Action Plan represents a commitment that this government has made to women. It is a compilation of the significant changes in programs and services that represent the major progress that has been made for women in Manitoba in the past year. It is a result of the Women's Initiative, which I announced in October of 1988, and a series of ongoing consultations that have taken place between this government and the women of this province.

It represents the partnership between this government and the women of Manitoba.

It highlights one hundred and twenty-nine government initiatives and responds to the Statement of Government Policy on the Status of Women in Manitoba. By outlining both our policy and our plans to respond to this policy, we are demonstrating our willingness to act on these important issues.

Our policy articulates eight fundamental principles that will form the basis of all government actions and programs affecting the status of women in Manitoba. The principles appear in the introduction of this Action Plan.

The credit for this major achievement is shared by many groups and individuals:

* The hundreds of women throughout Manitoba who shared their concerns, opinions and ideas during the Women's Initiative, a five month series of consultations on issues ranging from abuse and violence to education and career options.

* The women and men, who in more than two hundred women's organizations province-wide, work every day to provide assistance and opportunity to women and their families.

* The Honourable Gerrie Hammond, and the consultation committee who worked with her, who chaired the Women's Initiative and who was appointed Minister responsible for the Status of Women portfolio in April 1989.

The Policy and Action Plan are among my government's top priorities. To ensure ongoing action on this issue, the Action Plan will be monitored by an interdepartmental advisory committee coordinated by the Women's Directorate. There will be reports, to the community, twice a year to update you on our activities.

My government intends to proactively seek changes to ensure the rights, freedoms and opportunities of women in Manitoba. We will continue to listen. We will continue to form partnerships. We will continue to respond.

It is my sincere hope that this Action Plan will mark a turning point for women in Manitoba. Our entire community will benefit when men and women can enjoy equal access to safety, security and opportunities to excel. Government is committed to working with the women of Manitoba towards that goal.

Yours sincerely,

Gary Filmon

Gary Filmon

Minister responsible for
the Status of Women

Room 357
Legislative Building
Winnipeg, Manitoba, CANADA
R3C 0V8

Dear Manitobans,

As Minister responsible for the Status of Women, I am pleased to present "A Government Action Plan for the Women of Manitoba" in response to "The Government Policy on the Status of Women in Manitoba".

The Action Plan identifies, by department, government programs and activities that offer assistance and protection to women. These initiatives are designed to improve women's lives in the areas of family violence, equity, services, family responsibilities and the workplace, education, decision-making, and participation in government. They are based on the belief that all Manitobans have equal access to opportunity - no person should be discriminated against or disadvantaged as a result of his or her sex.

The action plan and policy encompass recommendations arising from the Women's Initiative. During that five month consultation process the committee heard from more than 1,000 women in 24 Manitoba communities. A strong partnership was forged between women throughout this province and this government. I believe that we must continue this essential partnership to ensure this plan's successful implementation.

Some of the elements of this plan are:

Extensive revisions have been made to Wife Abuse services offered in this province, and have included a public awareness campaign with the message "Abuse is a crime". This campaign has had an immediate effect, with an increase of more than 25% in the number of calls received through many of the crisis lines monitored by wife abuse shelters.

A Manitoba Women's Health Directorate is being established and will become a focus for women's health care in this province.

The first native women's shelter for wife abuse victims and their families was opened; Osborne House moved into a new facility. These shelters have funding to provide both local and province wide crisis lines.

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The day care budget received an increase of $6 million. Over the past two years there has been an increase of 45% in funding for day care. This government has also accepted the recommendations recently proposed by the Working Group on Day Care for the short term stablization of child care funding.

Funding, through the Business Start Program, has been made available to rural and women entrepreneurs to stimulate the development of small businesses in Manitoba.

With the release of this comprehensive plan, I would like to acknowledge the support of the individual women and women's groups throughout Manitoba. Their advice and direction has lead to the development of this action plan and the policy upon which it is based. I would also like to thank the other members of the Women's Initiative Consulting Committee - Doris Mae Oulton, Janet Fontaine and Dorothy Hill for their expertise and hard work.

Through this combined effort we have identified major issues affecting women's lives in Manitoba. More importantly, we have identified action to take place to resolve some of these issues.

We will continue to rely on your advice. This policy and action plan will be implemented, updated and revised through an ongoing process of consultation.

We look forward to its positive influence for women in Manitoba and the impact that it will bring to the improvement of our province.

Sincerely,

Gerrie Hammond

Gerrie Hammond
Minister

90-05007/

Introduction

On March 8, 1990, the Government of Manitoba issued "A Statement of Government Policy on the Status of Women in Manitoba". That statement articulated eight fundamental principles that will form the basis of government actions and programs affecting the status of women in Manitoba:

- Abuse of women is unacceptable in Manitoba. Family violence is a crime.
- Discrimination against women, on the basis of their sex, is unacceptable in Manitoba.
- Government and the community share a responsibility to provide protections and security for those who were, in the past, denied the opportunity to become secure and independent.
- Women should enjoy equal access to a full range of career options and choices within theManitoba economy.
- Women ought, as a matter of right, to enjoy equal access to and equal treatment within education at all levels.
- Terms and conditions of employment and of participation in education should recognize the responsibilities for child rearing that parents share in Manitoba.
- Women should have access to enhanced participation in decision-making both to ensure that women's viewpoints are taken into account and to ensure that the community as a whole can benefit from the abilities, wisdom and insight that women can contribute at a decision-making level.
- Government efforts to achieve the goals of this policy will be most effective if they are carried out in partnership with individual women and women's groups throughout Manitoba.

The initiatives detailed in this Action Plan are being undertaken throughout the Government of Manitoba in response to the Government's stated policy.

WOMEN/ABUSE AND FAMILY VIOLENCE

Policy Guideline

Abuse of women is unacceptable in Manitoba. Family violence is a crime.

The government, in its actions and programs, will move to continue to enhance the protections and assistance available to victims of abuse and to bring the full force of the law to bear on the prevention and elimination of abuse throughout Manitoba, recognizing that — in addition to physical abuse — threats and intimidation are also abuse and are unacceptable.

Goals	Initiatives	Responsible Department/Agency
To endorse the philosophy that abuse is a crime and ensure that all Manitobans understand it	The province of Manitoba endorses the philosophy that abuse is a crime and must be stopped. This philosophy is reflected in all programs of enforcement, prevention, public education and information.	All Government Departments
	A $200,000 public awareness campaign on Family Violence has been launched.	Family Services
	Sentencing in domestic assault cases is closely monitored. The Manitoba Court of Appeal List indicates that appeals are being initiated by the Crown requesting lengthier sentences in cases of spousal assault. Many of these appeals have been successful.	Justice

■ **To enhance protection for victims of abuse**	Osborne House has moved into a new facility and the increased program funding will permit an extension of its non residential services in addition to the operation of the crisis line.	Family Services Housing
	All housing authorities have been contacted and informed of the government's policy on priority placement for wife abuse victims. Detailed guidelines for the implementation of this policy will be distributed to the housing authorities in early 1990.	Housing
	The Victim Assistance Fund awarded a grant of $109,000 to the Women's Post Treatment Project for a three year demonstration project to expand its services to women who are survivors of incest, abuse and chemical dependency.	Justice
	The Victim Assistance Fund provides financial assistance to victims' service programs. During 1988 and 1989, grants totalling $263,200 were made to programs providing assistance to victims of domestic violence.	Justice
	In recognition of the problem of elder abuse a discussion paper was released by the Minister responsible for Seniors June, 1989. It contains a series of recommendations to identify and combat abuse, as well as support for both the victim and the caregiver. Province wide consultation meetings have been engaged seniors in a discussion of this paper to ensure their involvement in determining an action plan to deal with elder abuse.	Seniors Directorate

■ **To provide culturally appropriate services**	Ikwe Widdjiitiwin, the first native women's shelter for wife abuse victims, was opened in 1989.	Family Services Housing
	The Immigrant Women's Counselling Service which provides counselling in cases of family violence, has received substantial funding increases from $49,000 in 1987/88 to $158,000 in 1989/90.	Housing
■ **To stabilize funding for Wife & Family Abuse Services**	There was an allocation of an additional $599,000 for the first year of a three year initiative on child abuse. The initiative includes increased funding for child sexual abuse treatment programs, specialized training for child abuse therapists and support programs for victims of assault.	Family Services
	Shelter services were restructured to eliminate the satellite category and reclassified according to small, medium or large size. Core funding was provided and per diem rates were increased.	Family Services
	Per diems were standardized to $45. This marked a significant increase for all shelters but was particularly important for rural, satellite shelters which previously received $13.80 for women and $6.90 for children. This resulted in an overall growth of per diem expenditures from $700 thousand in 1988 to $1.3 million this fiscal year.	Family Services
	Funds provided to community based wife abuse agencies for residential services doubled from $500 thousand in 1987/88 to over $1 million in 1989/90.	Family Services

	In 1989/90 allocations were provided to Osborne House to run a city crisis line and to Ikwe Widdjiitiwin to operate a toll free provincial crisis line for wife abuse victims. The annualized cost for the crisis lines in 1990/91 will be $200,579 and $202,962 respectively.	Family Services
	There were expenditures of $1 million for wife abuse shelter construction this fiscal year and $1.6 million last year.	Housing
	Increased capital funding and improved per diems now support 10 shelters in operation throughout the province with one more, Parklands, anticipated to open in 1990.	Family Services
	Standards for the operation of shelters will be introduced. Negotiations are under way with shelters throughout Manitoba.	Family Services
■ **To improve court processing of domestic assault cases**	Seminars on domestic assault were conducted at the Provincial Court Judges annual symposium and the Crown Attorney's annual symposium in 1989.	Justice
	Manitoba Justice took the lead in the Domestic Assault Tracking Project by establishing a provincial-federal advisory committee in the spring of 1989. The committee's purpose was to develop a framework for conducting a spouse abuse tracking study, including the response of the criminal justice system to domestic assault.	Justice Women's Directorate

In all of the rural court offices, fax machines have been installed which permit transmittal of restraining order applications to Winnipeg where they can be handled on an emergency basis (24 hours a day). Staff in Winnipeg can arrange for a judge to hear the application by phone, and if granted, the signed order can be faxed back.	Justice
A seminar on domestic assault for all legal personnel was held in the Westman region in the fall of 1989. A second was held in Winnipeg in December, 1989.	Justice
In recognition of the need for training in areas of violence against women, a session on sexual assault was conducted at a Western Judicial Education Seminar in June 1989.	Justice

PROMOTING EQUALITY

Policy Guideline

Discrimination against women, on the basis of their sex, is unacceptable in Manitoba.

The government, in its actions and programs, will move to prohibit and to hold accountable those who practice such discrimination. In its actions, all parts of government must act to avoid and remove all forms of discrimination against women. In our actions, we will treat harassment and sexual exploitation of women as among the most serious forms of discrimination and will respond accordingly.

Goals	Initiatives	Responsible Department/Agency
To eliminate systemic discrimination	The Manitoba Human Rights Commission accepts and investigates complaints concerning sexual harassment and discrimination on the basis of sex, marital status or family status. The majority of these are filed by women.	Human Rights Commission
	An external audit of Manitoba's Civil Service classification system and employment practices is underway. The purpose of the audit is to improve equal opportunities within the Civil Service and determine if the current classification system and employment processes have systemic barriers against women and other groups.	Civil Service Commission

■ **To promote affirmative action**	Guidelines have been developed to provide direction and assistance to Departments for use of credentials in employment practices. The goal is to eliminate unnecessary reliance upon formal credentials when life and work experience would provide adequate skills training. Requirements for unnecessary credentials may have discouraged women and other under-represented groups from applying for certain jobs.	Civil Service Commission
	The Commission offers a series of career exploration, career planning and career pathing programs for women in secretarial, clerical or other traditional occupations who desire to advance or change careers. Extension of the program to rural areas has been piloted in the Brandon area.	Civil Service Commission
	An inventory system has been developed for capturing profiles of "graduates" of the Commission's career pathing program and matching them with opportunities in departments as they become available.	Civil Service Commission
	A Career Development Program has been approved which will promote external recruitment of physically disabled, Aboriginal, and visible minority people. Women are well represented in this program.	Civil Service Commission

	Significant progress has been made for women within the Civil Service in the past year. • 47% of the Civil Service workforce are women. • 66% of all new appointments this year are women. • 55% of all bulletined, advertised competitions were filled by women. • 61% of all promotions within the Civil Service went to women.	Civil Service Commission
To create an equitable work environment	The community college system has implemented a policy to eliminate sexual harassment.	Civil Service Commission Women's Directorate Education and Training
	A policy has been developed to eliminate sexual harassment within the Civil Service.	Civil Service Commission Women's Directorate
	Policies to better assist workers with work and family responsibilities are currently being reviewed including re-examining the effectiveness of work options in the Civil Service. Recommendations will be presented shortly.	Civil Service Commission Women's Directorate
	The Manitoba Association of Women and the Law has been funded to conduct research entitled "Gender Equality and the Law". The first report released in March 1989 covered treatment of women as lawyers and law students. It also reported on the treatment of women in matters of family law and personal injury damages.	Justice
	Manitoba is the lead province for the discussion on "Women in the Criminal Justice System" at the annual meeting of Minister's Responsible for the Status of Women. These discussions will focus on women's access to opportunities in the justice system among other issues.	Women's Directorate

	The enhanced Human Rights Code (1987) provides increased protection to guard against discrimination in the workplace.	Human Rights Commission
■ **To encourage non sexist language**	Workshops for the encouragement of gender neutral language have taken place for M.L.A.'s of all parties. Similar workshops are now being held throughout the civil service.	Human Rights Commission Women's Directorate
	Non sexist language guidelines are being revised in the Public School System (K-12). Guidelines are being developed within the college sector and will be made available to other government departments. For the University sector, guidelines will be requested through the Council of Presidents of Manitoba Universities.	Education and Training
	Resource material audits will be done as a part of the ongoing cycle of evaluations in K-12 and the colleges.	Education and Training
■ **To make Manitoba's Family Property Laws fairer and more effective**	A family law amendment package was developed and distributed for comment in October 1989. The amendments are designed to ensure equity within the family.	Justice

WOMEN & SERVICES

Policy Guideline

Government and the community share a responsibility to provide protections and security for those who, in the past, were denied the opportunity to become secure and independent.

The government, in its actions and programs, will respond to the special needs of those who, because they were denied opportunities, now find themselves vulnerable or in need. In fulfilling this responsibility government will provide leadership to the community as a whole to ensure that this shared, community-wide responsibility is appropriately discharged.

Goals	Initiatives	Responsible Department/Agency
To provide essential resources to families in need	Single parents in financial need will have immediate access to Manitoba's Social Allowance program. They will no longer be required to depend upon municipal social assistance during the first 90 days of separation or desertion. The uniform provincial program will ensure equity and enhance access. The policy is to be implemented on January 1, 1990.	Family Services
	In 1989 social assistance regulations were amended to exempt the earnings of a child in full time attendance at school from the calculation of social allowances benefits for the family.	Family Services

	A new policy ensures that all families receiving social allowances are informed of additional school supply payments before the start of the school year. All families can have access to this benefit in time to purchase necessary school supplies.	Family Services
	Department of Housing, in conjunction with Canada Mortgage and Housing Corporation, provides 800 units of social housing annually.	Housing
	There have been 450 family units committed and/or constructed this year, 75% of which are occupied by single parent mothers and their children.	Housing
	Legal Aid is now available to a wider range of income levels. A portion of legal costs are recovered based on a sliding scale of levels of income.	Justice
	Legal Aid services are now available so that legal representation for social assistance recipients seeking maintenance orders for support can be provided.	Justice
■ **To assist individuals and families with special needs.**	300 seniors units have been committed and/or constructed this year, 80% of which are occupied by women.	Housing
	The Seniors Directorate will respond to the specific needs and concerns of seniors, the majority of whom are women. It has established an information line.	Seniors Directorate

	A new set of government policies to provide reasonable access for disabled to government services has been approved. A booklet outlining these policies has been mailed out to public institutions and agencies and guidelines have been sent to government offices outlining procedures to provide the improved access.	All Government Departments
	In the Fall of 1989, Portage Correctional Institution commenced offering a new parenting program, "Nobody is Perfect", to the female inmates who are actively parenting.	Justice
■ **To provide culturally appropriate services**	Payuk Intertribal Co-operative, an Aboriginal women's housing co-operative, has received $3.25 million in capital financing and $342,000 in operating subsidies for their co-operative housing project.	Housing
	Funding to Program Recognition has been doubled. This is a program which provides wage assistance to employers so that immigrants with non-Canadian professional or technical training will have an opportunity to gain Canadian work experience. This year 47% of the placements were women.	Family Services
■ **To provide health care sensitive to women's needs**	Planning is underway to establish a Manitoba Women's Health Directorate which would provide a single, central point of responsibility to address a wide range of women's health care issues.	Health Women's Health Directorate
	Manitoba Health is pursuing a new Mental Health strategy to develop and enhance Mental Health Services. Manitoba Health is committed to continue reform of the Mental Health System including services to those groups experiencing difficulty in accessing the system, e.g. immigrant women.	Health

	The Alcoholism Foundation of Manitoba has enhanced women's substance abuse services by providing after care and family counselling to their female clients and their families. This year Christie House, a new facility for women clients and their families, was opened in Winnipeg.	Health
■ **To address the issues of Reproductive Health**	Manitoba is represented on the Federal/Provincial/Territorial Working Group on Women and Health which has developed concept and issues papers relating to several aspects of women's health.	Health Women's Health Directorate
	The Women's Health Directorate will have a focus on reproductive health issues within the health services system of Manitoba.	Health Women's Health Directorate
■ **To provide access to services throughout the province**	More than 500 government positions will be relocated to rural Manitoba to ensure that government departments are closer to the people they serve.	All Government Departments
	As of September 1989, the unified court system, consisting of Family Division of the Court of Queen's Bench was expanded to major centres in rural areas: Portage la Prairie, Brandon, Dauphin, Swan River, The Pas, Flin Flon, Thompson and Morden. This means family disputes are dealt with by court personnel who are specialized and knowledgeable in this highly sensitive area.	Justice
	The Family Conciliation Program run by Family Dispute Services which works closely with family court, has been expanded to two rural centres: Brandon and The Pas. This is of direct benefit to custodial parents, many of whom are women, as well as all family members concerned.	Family Services

WOMEN & FAMILY RESPONSIBILITIES

Policy Guideline

Terms and conditions of employment and of participation in education should recognize the responsibilities for child rearing that parents share in Manitoba.

The government, in its actions and programs, will provide leadership in the creation of employment and education environments that are responsive to and can accommodate responsibilities that both men and women share as parents. This will include leadership in the provision of appropriate child care services to meet the needs of working parents.

Goals	Initiatives	Responsible Department/Agency
To improve the work environment for parenting families	Managers and staff within the Manitoba Civil Service are being provided with information allowing them to explore such alternatives as job sharing, job splitting, and flexible hours.	Civil Service Commission
	Policies to better assist government workers with work and family responsibilities are currently being reviewed including re-examining the effectiveness of work options in the Civil Service. Recommendations will be presented shortly.	Women's Directorate Civil Service Commission

■ **To support families with child rearing responsibilities**	Families will be the major beneficiaries of personal income tax cuts announced in this year's provincial budget. Personal tax reduction measures, including an increase from $50 to $250 deduction for each dependent child will be implemented in 1989. In total, it is projected that 8,000 Manitobans will be removed from the tax rolls.	Finance
■ **Provision of flexible, accessible day care**	The Day Care program supports 947 facilities providing 17,322 spaces for children in a variety of public and private day care centres, nurseries and home day care.	Family Services
	This year there was a $6 million increase in the day care budget. Over the past two years this government has approved a 45% increase in funding for day care.	Family Services
	This government supports a balanced system of day care with a special emphasis upon flexibility and accessibility. To this end additional resources have been provided to family day care, increased spaces, increased funding for the Family Day Care Association, and increased start up grants.	Family Services
	Funds are provided to encourage work site day care. One time, start up capital grants will be provided to new work site day care initiatives.	Family Services
	The government is committed to the provision of culturally appropriate day care. Funding for a 35 space Aboriginal day care centre in Winnipeg has been approved.	Family Services

■ **To assist single parents to access jobs**	Since April 1987 the Single Parent Job Access Program has experienced a 55% increase in its budget. This year 640 single mothers will be in this program. Social assistance dependency decreased from 93% at program entry to only 24% 90 days after program completion.	Family Services

EQUAL ACCESS TO CAREER OPTIONS

Policy Guideline

Women should enjoy equal access to a full range of career options and choices within the Manitoba economy.

The government, in its actions and programs, will strive to ensure that women have full access to all of the career and employment options that exist in the Manitoba economy. The government believes that this must entail full access to the preparation, education and training necessary to compete effectively in the labour market and the marketplace as a whole. This must include a sensitivity to and recognition of the value of the contribution that women already make to the community and the economy. The government also recognizes the value of the contribution that women make to the life of Manitoba as homemakers and through their leadership in the voluntary sector.

Goals	Initiatives	Responsible Department/Agency
To provide enhanced career opportunities for Manitoba Government women employees	Career exploration, career planning and career pathing programs for women who desire to advance or change careers.	Civil Service Commission
To implement pay equity within the public sector	Pay Equity has been fully implemented within the Civil Service, Universities & Crown Corporations. Consultation with school divisions and municipalities is under way.	Civil Service Commission Labour

Note: *see pages 7 and 25 for other initiatives that will contribute to the achievement of this goal*

■ **To create awareness of women in the trades and promote apprenticeship as a career option for women**	Posters such as "Some of the Best Journeymen...Aren't" and "A Guide to Apprenticeship"; new pamphlets about specific trades and a video production entitled "Apprenticeship in Manitoba and Women's Work."	Labour
	The Women and Apprenticeship Advisory Committee has been established to identify barriers to trades employment and training. It also allows for ongoing input of tradeswomen into branch policies affecting methods of recruiting women into the trades.	Labour
	The role of the Women's Counsellor at the Apprenticeship branch has been expanded to a full time position. The counsellor serves as a resource and support to women apprentices in Manitoba and works proactively to eliminate barriers that limit the participation of women in the trades. Workshops on apprenticeship awareness are conducted for schools, employers and unions.	Labour
■ **To enhance and promote women's economic development**	Women's Entrepreneurial Initiative provides resources for entrepreneurial women.	Industry, Trade and Tourism
	Joint federal/provincial funding has been provided for the Women Business Owners of Manitoba to conduct a feasibility study for the establishment of a "Women's Enterprise Centre".	Industry, Trade and Tourism
	An interdepartmental committee has been struck to study the feasibility of pensions for part time workers.	Family Services Labour Finance Women's Directorate

	An inter-departmental committee, chaired by Industry, Trade and Tourism, will develop economic development strategy for women.	Industry, Trade and Tourism Agriculture Education and Training Rural Development Northern Affairs Women's Directorate
	Federal/provincial counterpart consultations are underway to discuss entrepreneurial initiatives for women.	Industry, Trade and Tourism
	Business Resource Centre co-ordinates seminars and training sessions for entrepreneurs.	Industry Trade and Tourism Agriculture
■ **To increase business women's access to financial institutions**	The Business Start loan guarantee program will be directed to women and rural Manitobans. Loans will be delivered through financial institutions.	Industry, Trade and Tourism
	Over the next 5 years there will be $5 million and 2 staff years allocated to Business Start.	Industry, Trade and Tourism
■ **To increase awareness of programs and services available to women in Manitoba**	*Of Interest to Women,* a brochure outlining programs and services available for women in the areas of education, training, employment and business, is being updated.	Industry, Trade and Tourism Women's Directorate
■ **To assist farm women as their roles change**	Assiniboine Community College offers a course: "Farm Equipment Operator for Women".	Education and Training Agriculture
■ **To build an awareness of the role of Manitoba farm women**	The Manitoba Agriculture in the Classroom (MAITC) Committee has received a $40,000 grant to help establish a program which incorporates agricultural information into the public school system. The MAITC program will enhance existing curriculum by offering easily understood resource material and access to information which is current from a Manitoba/Canadian perspective.	Agriculture Education and Training

EQUAL ACCESS TO EDUCATION

Policy Guideline

Women ought, as a matter of right, to enjoy equal access to and equal treatment within education at all levels.

The government is involved in all aspects of education in Manitoba, from child care to vocational retraining. In its actions and programs government must strive to ensure that access, environment and the subject matter covered in education at all levels encourages full participation by women. Government actions must enhance awareness and understanding of all of the options that are available to women in Manitoba.

Goals	Initiatives	Responsible Department/Agency
To ensure full participation in educational and training opportunities	The Equity Sub-Committee of the Canada-Manitoba Training Agreement monitors training programs to ensure equitable access.	Women's Directorate Education and Training Labour
	At a joint meeting of federal, provincial, and territorial representatives held in Toronto in February 1989, Ministers responsible for the Status of Women and Ministers of Education agreed to increase efforts to remove obstacles preventing women from participating fully in educational and employment opportunities.	Education and Training Women's Directorate

■ **To increase awareness of math, science and non traditional career options and requirements**	*Participation of Girls and Women in Mathematics, Science and Technology*, a paper prepared by Status of Women Canada and the Manitoba Women's Directorate has been widely distributed and used as a basis for encouraging girls and women to continue math and science studies.	Women's Directorate
	Work has begun on a video tape series about Women in Science and Non-traditional Careers. This material is being edited and will be available, with a booklet, to teachers in 1990.	Education and Training
	A new grade seven science textbook is being developed highlighting Manitoba women scientists and their achievements.	Education and Training
	Occupational training for priority groups has been undertaken by community colleges (through CEIC funding). Initiatives have included, Human Resource Strategy for Rural Women, Entrepreneurial Skills Training for Women, and Recruitment Initiative for Women in Non-Traditional Programs.	Education and Training
■ **To assist immigrant women to acquire English language skills**	An English as a Second Language (ESL) information kit has been developed for use by resource people working with immigrant women and seniors to assist them to provide information and advice on and to ESL classes.	Education and Training

■ **To enhance adult literacy**	The Task Force on Literacy identified English as a Second Language, adult literacy, and aboriginal literacy as major areas for recommendations in their report. A new Manitoba Literacy Council and Office was announced together with a substantial increase in literacy funding. The initiatives will have a significant impact on immigrant and aboriginal women.	Education and Training
■ **To promote the role of women in post secondary education**	The Focus on Education for Women committee, an interdepartmental advisory/lobby group, reviews and makes recommendations concerning the role of women and programming for women within Post-Secondary and Continuing Education.	Education and Training Women's Directorate
	Manitoba has a five year commitment to contribute $66,000 annually to the joint Chair of Women's Studies at the University of Winnipeg and the University of Manitoba.	Education and Training
	Keewatin Community College is establishing a Women's Advisory Committee to better serve Northern Women.	Education and Training
	Keewatin Community College has created a focus on women's programs within their special programs.	Education and Training
	The Department of Women's Programs was established at Red River Community College in 1988/89 and delivers various courses and programs including: Career Orientation for Women; the Pre-Technology Program for Women; and Alternate Career Training for Women.	Education and Training Labour Women's Directorate

■ **To ensure job access on the Conawapa project**	Education and Training Programs are being reviewed to ensure that women, including and especially Aboriginal women will be able to access jobs on the Conawopa Dam project.	Education and Training Labour Women's Directorate

WOMEN AND DECISION-MAKING

Policy Guideline

Women should have access to enhanced participation in decision-making both to ensure that women's viewpoints are taken into account and to ensure that the community as a whole can benefit from the abilities, wisdom and insight that women can contribute at a decision-making level.

The government, in its actions and programs, will provide leadership in ensuring wider opportunities for women to participate in decision-making. This shall include ensuring greater participation by women in decision-making throughout government, within the legal system and other public institutions. Through its example, government will encourage greater participation of women at the decision-making levels of the other organizations and institutions of our province.

Goals	Initiatives	Responsible Department/Agency
To ensure that government policies reflect the views and concerns of Manitoba women.	Task Force on Meech Lake held public hearings in various locations throughout Manitoba to hear the opinions of Manitobans on the Meech Lake Constitutional Accord. The report recommended significant changes to the Accord and in particular recognized the concern expressed by women that it did not entrench the Charter of Rights.	The Government of Manitoba — a tripartite committee

	The Attorney General has invited comments from interested persons on the family law amendment package to ensure all interests have been considered prior to third reading. This was in addition to extensive consultation which took place prior to finalization of the package.	Justice
	The Elder Abuse Task Force has held consultations throughout the province. Women's participation was actively sought.	Seniors Directorate
■ **To increase women's participation in government decision-making roles**	An Executive Development program for women in the Manitoba Civil Service has been announced to increase the number of women in Senior Management.	Civil Service Commission
	Women currently constitute 41% of the appointments made on Boards and Commissions in Manitoba.	Boards and Commissions
	The number of nominations of women to Apprenticeship Boards and Trade Advisory Committee has been increased.	Labour
	The latest appointments to the Provincial and Federal Courts in Manitoba have reflected Manitoba's desire for increased representation by women. The first woman was appointed to the Manitoba Court of Appeal in 1989. Two women were appointed to sit in the Court of Queen's Bench and two women were appointed to Provincial Judges Court during the same year.	Justice

■ **To ensure women's participation in government consultations**	Funding was provided to allow the Indigenous Women's Collective to participate in the Aboriginal Justice Inquiry.	Justice
	The Women's Initiative held open meetings throughout the province. Women's participation was actively sought.	Women's Directorate
	The Day Care Task Force held open meetings throughout the province. Women's participation was actively sought.	Family Services
	The Literary Task Force held open meetings throughout the province. Women's participation was actively sought.	Education and Training
	The Health Advisory Network was established to provide advice and policy direction on the reform and improvement of health services. Women are well represented on the steering committee and on the various task forces.	Health
■ **To ensure that open communication continues between government and women's groups**	The Minister responsible for the Status of Women meets regularly with women's groups to seek their views.	Women's Directorate
	The government regularly meets with women's organizations throughout the province.	All Government Departments

WOMEN AND GOVERNMENT: THE ESSENTIAL PARTNERSHIP

Policy Guideline

Government efforts to achieve the goals of this policy will be most effective if they are carried out in partnership with individual women and women's groups throughout Manitoba.

The government, in its actions and programs, will strive to build, maintain and enhance the influence and participation of women and women's groups throughout the community. This must involve ongoing consultation with individual women and women's groups to ensure that they have an effective voice in and influence on government policies and programs.

Goals	Initiatives	Responsible Department/Agency
To implement government policies and structures that encourage an ongoing partnership with women	A policy has been developed and approved which provides a clear statement of this government's commitment to equality and justice for all Manitoba women.	All Government Departments
	An interdepartmental committee on women's issues monitors the effectiveness of government services and programs for women.	Women's Directorate All Government Departments
	The Status of Women portfolio has been accorded independent status.	Women's Directorate Manitoba Advisory Council on the Status of Women

	The Manitoba Advisory Council on the Status of Women provides an ongoing forum, with regional representatives, to advise the government on policy issues and provide regular information exchanges between women's groups and the government.	Manitoba Advisory Council on the Status of Women
	In recognition of the need for additional resources for rural women, the Manitoba Women's Directorate has established outreach offices in Portage la Prairie and The Pas.	Women's Directorate
■ **To support community structures that encourage an ongoing partnership with women**	The number of Women's Resource Centres in the province has doubled in the past two years. Funding has increased from $207,000 in 1987/88 to $456,200 this fiscal year. The Fort Garry Women's Resource Centre and the North End Women's Resource Centre now receive $115,000 each to operate their service. In 1988/89 funds were made available to start up the first Northern Women's Resource Centre. This year the centre is receiving $115,000 to operate their service.	Family Services
	$111,200 start-up funds have been approved been approved to fund the Francophone women's resource centre, Centre de Ressources Pluri-Elles in St. Boniface.	Family Services
	Manitoba is an active member of the Federal/Provincial/Territorial working group on Aboriginal Women and Economic Development.	Women's Directorate

	Aboriginal women will be included in the planning of The Indian and Metis Urban Strategy.	Northern Affairs
	The government provided increased funding to the Indigenous Women's Collective to support their organizational activities.	Northern Affairs
	Funding was provided to the Aboriginal Women of Manitoba for their board development.	Culture, Heritage and Recreation Northern Affairs
■ **To recognize the contribution of Manitoba women.**	In recognition of the value of women's contributions in the voluntary sector, volunteer experience is treated as employment experience for Manitoba Civil Service positions.	All Government Departments
	The Minister responsible for the Status of Women is holding a series of consultations with volunteer groups to explore and assess opportunities for more effective support of the voluntary sector.	Women's Directorate
	Person's Day and International Women's Day are formal occasions on which the Manitoba Government celebrates and acknowledges the contributions women have made to our community.	Executive Council Women's Directorate